

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Minimum Wages Act, 1948 – Revision of minimum rates of Wages payable to employees in the Employment in “Any Oil Mills” in part-I of the Schedule of the Minimum Wages Act, 1948 – Final Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.II) DEPARTMENT

G.O.Ms.No. 101

Dated.29.11.2010.
Read the following:

1. G.O.Ms.No.54, Labour, Employment, Training and Factories (Lab.II) Department, dt.27th November, 2002.
2. G.O.Rt.No.09, Labour, Employment, Training and Factories (Lab.II) Department, dt.20th January, 2009.
3. From the Commissioner of Labour, A.P., Hyderabad, Lr.No.N1/3798/2008, Dated.15.09.2009.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended notification in an Extra-ordinary issue of the Andhra Pradesh Gazette in English, Telugu and Urdu languages of the State.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D.SREENIVASULU
SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationary and Stores purchase, Andhra Pradesh, Hyderabad for publication in the extra-ordinary issue of Andhra Pradesh Gazette and Supply 20 copies to Government 1000 copies to the Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

All District Collectors, through Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhawan, New Delhi.

The Secretary to Government, Department of Labour and Employment, Government of Tamilnadu, Chennai.

The Law (B) Department.

The PS to Secretary, LET&F Department.

The PA to Joint Secretary, LET&F Department.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

BRIEF NOTE ON REVISION OF MINIMUM RATES OF WAGES IN THE
EMPLOYMENT IN ANY OIL MILLS

The wages existing vide G.O.Ms.No.54, Labour Employment Training and Factories (Lab.II) Department, Dated.27.11.2002 in the employment in **Any Oil Mills** was linked at 447 CPI points. The Government have proposed draft basic wages in the said employment vide G.O.Rt.No.09, Labour Employment Training and Factories (Lab.II) Department, Dated.20.01.2009 at 609 CPI points (existing as on 01.10.2008) by merging Variable Dearness Allowances for 162 CPI points (609-447) drawn at that time. The CPI points now notified by the Commissioner of Labour as on 01.04.2009 are 662. Due to crossing of more than 100% neutralization in fixing per point rate of VDA in the existing G.O., the per point rate of VDA was proposed in the draft notification by following 100% neutralization. In view of neutralization of per point rate of VDA in the draft notification, now the workers in the said employment at 662 CPI points are drawing wages more than the wages proposed in the draft notification (Annexure-A). Hence, it is necessary that the wages proposed in the draft notification shall be finalized by considering certain weightage. In case the draft wages proposed in the said employment have to be finalized at 609 CPI points by considering revisional weightage @ 20% on draft, the wages to be drawn by each category of worker at 662 CPI points shown at Col.No.10 and also the revisional benefit made to the said workers due to the said weightage shown at Col.No.12 of Annexure-B.

A Schedule: showing the existing basic wage at Col.No.3, the basic wage proposed in the draft notification at Col.No.4, in case the revisional weightage 20% considered, the amount arrived after calculating the said weightage over the draft basic wage at Col.No.5 and the total basic wage arrived after merging the draft wage with 20% weightage to the respective categories at Col.No.6, is prepared and appended to the said note. The basic wage shown at Col.No.6 will be taken as the final wage for each category for the purpose of publication of Final Notification.

Further, while taking into account the wage for the last category monthly paid worker in the said employment, the per point rate of VDA have been arrived to all the categories covered in the said employment. The wage for the last category worker in the draft notification at 609 CPI points was arrived for Rs.3788/- and therefore while following 100% neutralization, the per point rate of VDA in the draft notification was arrived for Rs.6.20 ($\text{Rs.3788}/609 = 6.22$ rounded to below 100% neutralization i.e.Rs.6.20). In case 20% weightage is to be considered on draft wages, the wages notified in the draft notification are going to be increased and accordingly the per point rate of VDA is also increase at 609 CPI points. As per the above proposal, the monthly basic wage for the last category worker is arrived for Rs.4546/- at 609 CPI points. While following 100% neutralization, the per point rate of VDA to be paid to the last category worker is arrived for Rs.7.45 ($4546/609 = 7.46$) rounded to below 100% neutralization i.e. 7.45). It is appropriate to notify per point rate of VDA arrived above to all the category of workers covered in the said employment. Further, a note covering the other terms and conditions under the statement enclosed for incorporation in the final notification.

| THE SCHEDULE | | | |
|---------------------------------------|---|-----------------|----------------|
| NAME OF THE EMPLOYMENT: ANY OIL MILLS | | | |
| Sl.No | Category of Employment | Basic Wage (Rs) | |
| (1) | (2) | (3) | |
| | | Oil Mills | Solvent Plants |
| | A. OFFICE AND GENERAL CATEGORIES | Monthly | Monthly |
| 1 | Manager | 5924.00 | 5924.00 |
| 2 | Steno/ Traveling Agent/ Accountant | 5471.00 | 5471.00 |
| 3 | Clerk/ Typist | 5293.00 | 5293.00 |
| 4 | Sweeper/ Peon/ Watchman | 4918.00 | 4918.00 |
| 5 | Telephone Operator/ Time Keeper/ Godown Keeper/ Stores Keeper. | 4979.00 | 4979.00 |
| | B. OTHER CATEGORIES | | |
| 6 | Chemist | 7400.00 | 8171.00 |
| 7 | Foreman | 6337.00 | 6337.00 |
| 8 | Refinery Operator/ Solvent Extraction (P)/ Hydro Generation Plant/ Laboratory Supervisor. | 5688.00 | 6240.00 |
| 9 | Laboratory Assistant/ Asst. Laboratory Supervisor. | 5627.00 | 6140.00 |
| 10 | Huller Maistry/ Oil Mills Maistry/ Boiler Attendant/ Decoraticator Maistry | 4940.00 | 5312.00 |
| 11 | Fitter/ Turner/ Welder/ Electrician/ Engine Driver/ Wireman/ Oil Man/ Greaser/ Fireman/ Fitter man/ Pressman. | 4741.00 | 5096.00 |
| 12 | Sales Serviceman | 4721.00 | 4918.00 |
| 13 | Boiler Helper | 4602.00 | 4940.00 |
| 14 | Packers/ Tin Testers | 4546.00 | 4918.00 |
| 15 | Hamalis or other workers engaged in Loading and Unloading, Weighing, Stacking, Packing etc./ Cake Carrier/Groundnut Carrier/ Groundnut Keral Carrier/ Husk Carrier/ Winnever/ Other Miscellaneous Mazdoor not specified above/ Sweeper. | 4546.00 | 4918.00 |

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are to the Consumer Price Index Numbers for the industrial workers at 609 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index Numbers for half year ending December and June respectively shall be taken into account. For every rise of one point over and above 609 points, an increase of Rs.7.45 (Rupees Seven and paise forty five only) per point month shall be paid as dearness allowance to all the categories covered in the Scheduled employment.

NOTE:

1. If any categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, being the same and similar category of work in this employment.
2. Where Piece rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
3. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
4. Where the nature of work is the same, no discrimination on the payment of minimum rates of wages should be made in respect of male and female workers.
5. Where any category of employees is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
6. Solvent Plant means a Factory / Unit consisting of Oil Mill / Solvent Extraction Unit / Refinery Unit.
7. Oil Mill means any Oil Mill not having Solvent extraction / Refinery facilities.

D.SREENIVASULU
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